

MULTIMEDIA



UNIVERSITY

STUDENT IDENTIFICATION NO

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# MULTIMEDIA UNIVERSITY

## FINAL EXAMINATION

TRIMESTER 1, 2016/2017

### BRS2814 - RECRUITMENT AND SELECTION (Distance Education)

12 OCTOBER 2016  
2.30 p.m – 4.30 p.m  
(2 Hours)

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#### INSTRUCTIONS TO STUDENTS

1. This Question paper consists of 1 page excluding the cover page.
2. Answer **ALL** questions.
3. Please write your answers in the Answer Booklet.

Answer ALL questions.

### **QUESTION 1**

a) Distinguish between recruitment and selection. (6 marks)

b) Discuss the person/job match model. (19 marks)

### **QUESTION 2**

Explain the following terms:

a) Work-oriented job analysis (6 marks)

b) Worker-oriented job analysis (4 marks)

c) Job analysis questionnaire (15 marks)

### **QUESTION 3**

Organizations must create a structured set of jobs for their employees and paths of mobility for them to follow as they advance in their careers. Mobility paths depict the paths of mobility between jobs. Discuss mobility paths. Please use diagrams in your discussion.

(25 marks)

### **QUESTION 4**

Organizations use substantive assessment methods to make more precise decisions on selecting job applicants. Among predictors used to select finalists from the candidate pool include cognitive ability tests, psychomotor ability tests, physical abilities tests, and sensory/perceptual abilities tests. Discuss cognitive ability tests, psychomotor ability tests, physical abilities tests, and sensory/perceptual abilities tests.

(25 marks)

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